

April 15, 2026

Health employers and Resident Doctors of BC ratify four-year agreement

HEABC members and the Resident Doctors of BC (RDDB) have ratified a four-year collective agreement for the period April 1, 2025 to March 31, 2029. HEABC and RDDB entered into formal negotiations July 9, 2025 and reached a tentative agreement on March 16, 2026.

The tentative agreement is based on the province's Balanced Measures Mandate for 2025 public sector bargaining. Negotiations under the Balanced Measures Mandate support government's key priorities to protect and strengthen critical services in BC's public sector, maintain labour stability in a complex round of bargaining and support the province's efforts to find operational efficiencies that preserve front-line services.

Some of the highlights of the agreement include:

- General wage increases (GWIs) for all employees effective the first pay period after:
 - April 1, 2025: 3.00 per cent
 - April 1, 2026: 3.00 per cent
 - April 1, 2027: 3.00 per cent
 - April 1, 2028: 3.00 per cent
- A commitment to advance Indigenous specific anti-racism initiatives, including improved provisions regarding Indigenous employee rights and cultural practices, leave entitlements, supports for cultural revitalization, more support for childcare, recruitment and retention of Indigenous employees, and discussions on Indigenous workforce planning and grievance and arbitration processes.
- Measures to address workload and training pressures, including provisions aimed at improving scheduling practices, supporting rest and recovery, and enhancing overall resident wellness.
- New financial support for education and examination resources, including annual lump sum payments to residents to assist with the cost of required training materials, clinical equipment, and exam preparation.
- Support for program and system sustainability, including measures that improve administrative clarity, consistency across programs, and alignment with operational needs of the health care system.

"We are pleased to have ratified a collective agreement with the Resident Doctors of BC, which includes fair wage increases, improvements to scheduling provisions which recognize the unique nature of Resident Doctors, positive measures to support education for the duration of residency, a focus on joint efforts to align and advance occupational health and safety practices, and provisions which positively impact Indigenous Resident Doctors," said HEABC President & CEO Michael McMillan.

About the RDBC

The RDBC collective agreement covers approximately 1650 resident physicians who provide service in facilities operated by British Columbia's six health authorities and Providence Health Care, as well as in community settings. RDBC represents medical graduates enrolled in postgraduate educational programs leading to qualification for independent practice as family or specialist physicians.

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